



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES


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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

February 17, 2006

To: Each Supervisor

From: Michael J. Henry 
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of February 16, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 414 employees at KDMC. Of this number, 211 actions have resulted in discharges or resignations. A total of 48 disciplinary actions have been taken against physicians and 34 physicians have been discharged or resigned.

Since our last report, we have closed 16 cases and have opened 12 additional cases. As a result, our open caseload is currently 63 (detailed summary information is contained in Attachments I and II).

One of the new cases involves a physician who allegedly refused to perform a medical procedure. The physician was immediately removed from duty and an investigation was initiated.

Three of the new cases involve nurses. Two of the new cases involve allegations of substandard attendance, and one case involves an allegation of substandard performance by a Nursing Attendant I.

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RECRUITMENTS

Nine new employees are scheduled to start work on February 22, 2006; of these nine, eight are nursing positions and one is a Psychiatric Technician II. Two Staff Nurses were hired for the Medical/Surgical Unit, one Relief Nurse was hired for the Post-Surgical Recovery Unit, one Interim Permittee Nurse was hired for the Pediatrics Unit, one Licensed Vocational Nurse was hired for the Nurse Staffing Office, three Nursing Assistant I's were hired for the ICU and Medical/Surgical Unit, and one Psychiatric Technician II was hired for the Psychiatric Emergency Services Unit.

The King/Drew Medical Center Career Day will be held on Saturday, February 25, 2006, from 10:00 a.m. to 3:00 p.m., in front of the Hospital. Job seekers will have the opportunity to file their applications during Career Day. Hiring managers representing a variety of clinical and administrative units will be available to provide job vacancy information and to interview candidates.

If you have any questions, please call me.

MJH:STS
PAS:ck

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Violet Varona-Lukens
John R. Cochran III
Antionette Smith Epps

G:KDMCSTATUSMEMO 021706

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 02/16/06

Dated: 2/16/2006

Closed Cases -	765
Open Cases -	63
Referred Cases -	13
Grand Total =	841

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	3	29	0	26	68
Discharges of Probationers	0	5	6	1	9	21
Suspensions (6 - 30 Days)	4	11	45	4	34	98
Suspensions (1 - 5 Days)	8	7	22	1	15	53
Reprimands	6	1	22	2	13	44
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	19	9	30	6	10	74
Release of Temporary Employee	9	1	27	0	10	47
Medical Release	0	0	0	0	1	1
Subtotal	56	38	182	17	121	414

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	23	9	36	43	29	140
Total Actions Taken	79	47	218	60	150	554

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF
Period: 01/26/04 – 02/16/06**

Dated: February 16, 2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	3	1	0	4
Suspension (1 - 5 Days)	6	2	0	8
Reprimands	5	1	0	6
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	9	0	0	9
Medical Release	0	0	0	0
Subtotal	48	7	1	56

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total of Action Taken	69	8	2	79